

# State Earn AND Learn



## Indiana Office of Work-Based Learning and Apprenticeship

Indiana's State Earn and Learn (SEAL) programs are certified through the Office of Work-Based Learning and Apprenticeship. They are structured, but flexible, programs that include an education component and OJT component. SEALs focus on employer needs, with sustainable partnerships and embedded industry certifications. They can last from weeks to years depending on employer, education, certification, or licensing requirements. These can be developed as youth or adult programs with K-12 or post-secondary partners.

### PARTNERSHIPS

- SEALs establish, develop, and **strengthen public private partnerships** among industry, school systems, post-secondary institutions, and training centers.
- SEALs are state certified, ensuring all involved **stakeholders are engaged** and doing what is best for Hoosiers.
- SEALs are recognized as a **best-practice model** for work-based learning.



### GRADUATION PATHWAYS

- SEALs meet the new Indiana Graduation Pathway requirements for Box 2 (Learn and Demonstrate **Employability Skills**) and Box 3 (Post-secondary **Readiness Competency**).
- SEALs help students **prepare for success** in the workforce with on-the-job training, skill development, industry recognized credentials, post-secondary credits, and employer connections in high demand, high wage jobs.



### SUSTAINABILITY

- SEALs allow industry partners to **meet workforce demands** while building a pipeline that will grow and sustain business in today's competitive labor market.
- SEALs encourage **local industry engagement** through OJT and related classroom instruction and provide intentional and relevant skill instruction and certifications as a result.
- SEAL certification allows employer partners to **access Next Level Jobs training dollars**.



### SUPPORT

- SEALs are created locally with the guidance of the OWBLA staff and are **flexible to meet community needs**.
- SEALs **can scale** and are able to transition to registered DOL apprenticeship programs with advanced standing.
- SEALs are **supported by the OWBLA staff**, experts in work-based learning programs with backgrounds in both industry and education.



Business and  
Educational  
Partnership

Supported  
On-the-Job  
Training

Related  
Instruction

Rewards for  
Skill Gain

Industry  
Recognized  
Certifications

Indiana Office of  
**WORK BASED**  
**Learning**  
and Apprenticeship

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